

DEPARTMENT OF PUBLIC SAFETY

SICK LEAVE AT RETIREMENT FOR PEACE OFFICERS

Benefit:

- . Value of sick leave at retirement used for health/life insurance premiums
- . Provision – Article 9, Section 8 Collective Bargaining Agreement with State police Officer's Council and Code of Iowa §70A.23.

Retirement Provisions: (Chapter 97A)

- Eligible to retire at age 55 with 22 years of service
- . Minimum benefit of 60.5% of the average final compensation
- Additional benefit of 1.75% for each year of service over 22 years, limit of 10 additional years. Maximum benefit 88% of average final compensation
- Must make application not less than 30 days, nor more than 90 days prior to effective date of retirement.

History:

- Sick leave benefits paid range **from** a low of \$407,000 in FY97 to a high \$891,000 in FY98.
- . Average benefit paid FY87 through FY2000 - \$40,684
- . Lowest average benefit paid FY94 - **\$27,171**
- Highest average benefit paid FY2000 - \$41,243
- . FY87 – FY2000 – 48.5% retired at age 55, and 90% by age 60
- Between FY90 and FY2000 44% retired in June and 55% after January 1st.

Problem:

- . **FY01** 33 officers eligible to retire
- . **FY01** 16 of 33 have retired or applied for retirement
- **FY01** maximum liability for sick leave nearly \$1.7 million
- . **FY01** \$635,000 benefits for 16 who have retired or applied for retirement
- \$309,000 budgeted in the State Patrol for sick leave benefits
- Delayed purchases of badly needed supplies and equipment
- Delayed filling of vacant civilian positions
- Creates crucial financial situations in all areas (eg: law enforcement functions, crime lab, administrative functions, etc.)

Solution:

- Re-allocate \$309,000 budget from ISP to non-reverting account
- . Allow payment of premiums on cash basis (not fully **funded** – current practice)

**Department of Public Safety
All Peace Officer Retirements
FY87 - FY00 Actual**

